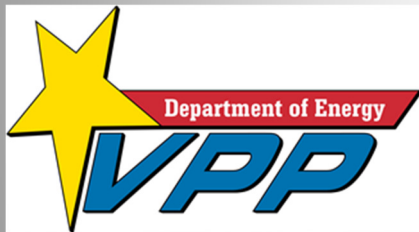


Wastren Advantage, Inc. Hanford Laboratory Voluntary Protection Program Annual Report CY 2019



Wastren Advantage, Inc.

Hanford Laboratory

Voluntary Protection Program Annual Report

Calendar Year 2019

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Wastren Advantage, Inc. Hanford Laboratory

Voluntary Protection Program Annual Report

Calendar Year 2019

A. SUMMARY

Wastren Advantage, Inc. Hanford Laboratory completed its third full year as the 222-S analytical contractor since it assumed the contract on November 22, 2015. During 2018, VNSFS contracted with the Department of Energy (DOE) through the acquisition of Wastren Advantage Inc., Hanford Laboratory, which will henceforth be called WHL. Veolia Nuclear Solutions – Federal Services (VNSFS) is a mitigated entity of Veolia. There were no changes to the contract or project staff due to the acquisition.

WHL continued the same procedures, programs, procedures and safety initiatives to continuously improve safety performance, as well as improve the Integrated Safety Management System (ISMS) programs and processes. WHL continued to work on improving the Safety Culture through employee involvement in various aspects of our Safety and Health (S&H) programs with the ultimate goal of achieving zero injuries and illnesses, as well as identifying and eliminating or mitigating hazards in the workplace. While the ultimate goal of zero injuries and illnesses is the target, continuous improvement in WHL's Safety Culture continues to be the focus for the coming year.

WHL's ISMS integrates Worker Safety and Health Program (WSHP) and Voluntary Protection Program (VPP) components as part of a comprehensive safety program. WHL's WSHP implements applicable requirements of 10 CFR 851, *Worker Safety and Health Program*. WHL's WSHP establishes a worker protection program that eliminates or mitigates the potential for injuries, illnesses, and accidental losses by providing workers with a safe and healthful workplace.

The interface agreements between WHL and the Washington River Protection Solutions LLC (WRPS) require close coordination and communication to run an effective ISMS. Generally speaking, WHL is responsible for laboratory analysis and testing services at the 222-S Laboratory, while WRPS is responsible for the facility maintenance and related infrastructure. There are exceptions to each work scope, so daily turnover meetings involving both companies are conducted to establish continuity and safe operations. Often, Laboratory Operations

procedures and program aids are jointly owned and committees, such as the As Low As Reasonably Achievable (ALARA) committee, are populated by employees from both companies. WHL has developed and will continue to develop specific safety documents or programs to the extent necessary to carry out its ISMS and VPP Programs.

WHL's managers and employees continuously assess their workplace through the performance of hazards analysis, monthly safety inspections, and laboratory room inspections to proactively identify areas of concern and take prompt action to correct identified safety and health issues. Their commitment and ownership of their safety and the safety of their co-workers is demonstrated on a daily basis and at all levels of the organization. This was self-evident when the 222-S Laboratory was declared a U.S. Department of Energy (DOE) VPP Star Site in 2008 and recertified in 2011, 2014, and most recently in December 2018.

This year's VPP Annual Report includes information relating to the VPP self-assessment, VPP campaigns, outreach activities, observations, procedure reviews, and results from the VPP Safety Culture survey. This report also includes a copy of a letter from the Hanford Atomic Metal Trades Council (Appendix B) endorsing WHL's continued involvement in the DOE VPP Program.

WHL CY 2019 Accomplishments:

- WHL was awarded the DOE VPP Star of Excellence.
- WHL had a single Lost / Recordable Workday case in CY 2019.
- Our VPP Zero Accident Council (ZAC) launched VPP Awareness Campaigns that encompass various awareness activities for presentation, implementation, employee involvement, and feedback opportunities. The following is a list of the campaigns in 2019:
 - Stretch & Flex – a lunchtime stretch program
 - Safety Scavenger Hunt
 - Don't Text and Drive
 - Safety Slogan Contest
 - Safety Saying Lottery
- The CY 2018 VPP Annual Report was completed and sent to DOE-Headquarters (HQ) in February 2019.
- The CY 2019 Safety Improvement Plan items were completed (Section D.1)
- The 2020 Safety Improvement Plan was developed as part of the FY 2020 ISMS Performance Objectives, Measures, and Commitments (POMCs) (See Section D.2).
- Employees participated in monthly safety inspections in support of the Washington River Protection Solutions 222-S Complex Monthly Health and Safety Inspection Program.

Through these inspections, employees helped to identify and correct a variety of health and safety issues identified throughout CY 2019.

- Conducted two Operational and Emergency Preparedness Drills to train and develop employee proficiency to respond properly to laboratory-upset conditions.
- Completed assessments and surveillances on the Worker Safety and Health Program, Respiratory Protection Program, Hazard Identification and Assessment, and Electrical Equipment Safety.
- Continued new employee orientation training, which supplements Hanford General Employee Training and facility specific training. A new employee PowerPoint presentation was created that includes input from all relevant functional areas, including facility information, safety, emergency preparedness, security, quality, etc.
- Participated in the 2019 Hanford Health and Safety Exposition.
- Participated in the 2019 Tri-Cities Connect, a forum to support an effective transfer of knowledge and recruit job seekers in collaboration with science, technology, engineering, and mathematics (STEM), trade/craft and apprenticeship organizations.
- Completed implementation of the Multiple Chemical Compatibility Review (MPCCR) Process. This process allows similar laboratory waste streams from multiple lab procedures to be combined into one container. This required dedicated efforts and detailed orchestration from many functional areas. The objective of this process is to minimize effectively waste streams, which will contribute to the overall cleanup efforts.



WHL's VPP success is a direct result of the effective implementation of a positive and active Safety Culture. Employees take an active role in assessing performance and identifying areas for continuous improvement. Assessments confirmed that both employees and management were actively involved in the safety of themselves and their co-workers. Additional program related elements such as worker assessments, surveillances, and effective communication between management and the employees demonstrate effective implementation of a strong Safety

Culture where both employees and management work together to identify and correct safety issues to reduce the potential for occupational injuries and illnesses.

Employees are challenged on a daily basis to perform work safely and to stop work whenever an adverse condition is identified. Employees perform periodic workplace safety inspections and participate in safety committees such as the Zero Accident Council (ZAC), Chemical Hygiene Committee, and the ALARA committee, focusing on identified issues and developing corrective actions to improve safety for themselves and their co-workers. Through safety initiatives, committees, inspections, and communications, employees are actively involved and encourage fellow employees to perform activities that achieve safety objectives in order to modify their behaviors to improve the overall Safety Culture within WHL.

B. CONTRACTOR INCIDENT RATES

WHL had one (1) Lost/Recordable/Restricted workday injury case reported in CY 2019. At the end of CY 2019, WHL had worked a total of 104,299 hours and gone 267 days without a Recordable or DART case. WHL has no sub-contractor hours.

The number of occupational first aid cases was nine (9) in CY 2017, fourteen (14) in CY 2018, and twelve (12) in CY 2019. First aid cases ranged from over exertion, strains, simple cuts/lacerations, and bruises.

Industry Average Comparison

WHL's North American Industry Classification System (NAICS) code is 562, "Waste Management & Remediation Services". Table 1 represents the CY 2017 and CY 2018 industry incident rates for Remediation Services (CY 2019 incident rates are not yet published). Table 2 represents the injury/illness incident rates for WHL. As allowed in the *DOE-VPP Procedures Manual* for small companies, the best three (3) of the last four (4) years are used in determining the three-year total. For the three-year total, the combined total man-hours worked were 302,552. The three-year average TRC rate was 1.32, well below the CY 2018 industry average of 5.5. The DART case rate was also 1.32, which is below the BLS average of 3.7. The CY 2016, CY 2018, and CY2019 TRC case rates are well below the industry averages (0 cases in 2018, and 1 case each in 2016 and 2019). Appendix A, *VPP Annual Report Supplemental Worksheet* is attached as part of the submittal of this annual report as required by the U.S. Department of Energy Voluntary Protection Program, Part II: *Procedures Manual*.

Table 1. NAICS 562 Industry Average*						
	NAICS Code	Total Recordable Cases	Cases with Days Away, Transfer or Restriction			Other Recordable Cases
			Total	Days Away	Transfer or Restricted	
2017 Industry Average	562	4.7	3.0	1.8	1.1	1.7
2018 Industry Average	562	5.5	3.7	2.1	1.6	1.8

* Case information for NAICS 562 for companies with 50-249 employees.

	Table 2. OSHA Recordable Injury/Illness Case Rates				
	2016	2017	2018	2019	3-Year Total*
TRC # of Cases	1	2	0	1	2
DART # of Cases	1	2	0	1	2
Number of Hours Worked	97,343	100,152	100,910	104,299	302,552
TRC Rate	2.05	3.99	0.00	1.92	1.32
DART Case Rate	2.05	3.99	0.00	1.92	1.32
Number of Employees	54	61	62	66	
	Rate is Number of Cases Per 200,000 Hours Worked				

* Years 2016, 2018, and 2019 were used in the 3-Year total as allowed in the *DOE-VPP Procedures Manual*, alternate calculation for small companies.

C. CONTINUOUS IMPROVEMENT

1. Integrated Safety Management System (ISMS)

A formal ISMS Declaration of Effectiveness was not required in 2019. However, WHL continued implementation of the process. In October 2018, WHL completed an annual review of the Integrated Safety Management Process (*ISMS Program Assessment Report*, PA-SS-19-004). The ISMS assessment used DOE G 450.4-1C, *Integrated Safety Management System Guide* – Attachment 10, “Safety Culture Focus Areas and Associated Attributes” to determine effectiveness of the overall ISMS at WHL.

WHL concluded that its ISMS, EMS, and QA Programs continue to be effectively implemented, based on:

- Annual review of ISMS, EMS, and QA
- ORP external assessments
- Other internal and external assessments and surveillances
- Other applicable data sources
- Continuous improvement initiatives

The ISMS process includes development of Performance Objectives, Measures and Commitments (POMCs). The completed POMCs for 2019 were submitted to DOE for final approval (see Section D.1). The POMCs developed for 2020 are provided in Section D.2. POMCs for both 2019 and 2020 include VPP Safety Improvement Plan action items.

2. Voluntary Protection Program (VPP) / Zero Accident Council (ZAC)

Continuous Improvement is sought and implemented as prescribed in WHL-MP-1023, *Voluntary Protection Program (VPP)/Zero Accident Council (ZAC) Charter*. The VPP/ZAC is based on interactions with the workforce and with management. The VPP/ZAC Team monthly meetings focus on identification and resolution of health and safety issues and identification of opportunities for improving the program through the development of VPP/ZAC Awareness Campaigns. Campaigns for 2019 included continuation of the lunchtime Stretch & Flex program, a Safety Scavenger Hunt, Safety Slogan contest, Don’t Text and Drive campaign, and a Safety Saying Lottery. The Weekly Safety Start was continued and is used by the first line managers on the first day of the week during morning turnover meetings, to discuss various safety topics and components of VPP and ISMS.



The monthly VPP/ZAC meeting is used to status the Safety Improvement Plan, assessing the actions in progress to determine their continued validity and determine if additional actions are needed. Injuries and illnesses are also discussed along with actions taken (or to be taken) and feedback is provided by employees regarding any additional actions that might be needed. Additionally, this meeting discusses the results of any industrial hygiene (IH) chemical sampling activities; as well as reviewing the status of safety issues and concerns documented on the Safety

Issues Log for any new and completed items. A summary of these topics are documented in meeting minutes and disseminated to all WHL employees. Lastly, this monthly meeting is used to identify/recognize employees (in accordance with WHL-312-2.25, *Employee Recognition Program*) who have actively participated in WHL's Health and Safety Programs, earning STARZ points that enable them to earn STARZ Certificates and gift cards as a reward for their contribution to WHL's Safety Culture. Individual or team Significant Part Of The Team (SPOTT) Awards are also given during this meeting to recognize employees who have demonstrated extra effort, exceptional team building and mentoring, production of quality and timely deliverables, and those who have lead process improvement initiatives. Quality Assurance Superior Achievement Reward (QASAR) awards are also given during this meeting to recognize employees who have demonstrated a commitment to quality.

To promote a positive culture, a 'KUDOS' board was put into place in 2019. The board is an informal way for employees to promote positive actions or activities at the lab. They can post notes of appreciation or recognize teams or team members for outstanding work. Employees are encouraged to 'pass the torch' to their employees.

3. Voluntary Protection Program (VPP) Review

WHL's overall VPP is evaluated in several ways throughout the year using several methods:

- VPP Self-Assessment: members of the VPP/ZAC conduct a VPP self-assessment each year. The company evaluates their program against the 5 tenets and 32 sub-elements, using the Hanford Site VPP Self-Assessment standardized process. Each sub-element is scored on a 1-10 scale, and then rolled-up to determine an overall grade for each element. The assessment is used to identify both noteworthy practices and opportunities for improvement. WHL conducted a VPP Self-Assessment during August and September 2019, and the results are discussed in more detail in Section F.1.
- Safety Culture Survey: A VPP survey was created and is provided each year by employees who have worked at WHL for over six months. This VPP Survey allows employees to rate the five tenets of VPP – Management Leadership; Employee Involvement; Worksite Analysis; Hazard Prevention and Control, and; Safety and Health Training. Results were taken into account during the VPP Self-Assessment and summarized in Section F.2.
- Safety Improvement Plan (SIP): The VPP/ZAC develops a SIP at the beginning of each year, and each improvement opportunity is tracked to completion through WHL's corrective action management system. Actions are developed using the results of the VPP and ISMS self-assessments and surveys. The 2019 SIP and status as well as the new 2020 SIP are included as part of the POMCs provided in Sections D.1 and D.2.



D. GOALS AND OBJECTIVES

1. FY 2019 Performance Objectives, Measures, and Commitments and Safety Improvement Plan

Goals and objectives were developed for FY 2019 as part of the initiative to improve ISMS, EMS, and QA programs and foster new initiatives for both management and employees to achieve the desired goal of zero injuries and illnesses in an effort to improve the safety culture continuously. To avoid duplication of effort, the 2019 Safety Improvement Plan goals are included as part the POMCs, and incorporate items resulting from the VPP Self-Assessment. These are denoted with a (SIP) designation under the ‘Measure’ column. Table 3 shows FY 2019 POMCs approved by DOE-ORP, as well as their completion status.

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
O1 - Reduce occupational injuries/illnesses	POMC-2019-001	Demonstrate a positive trend in reducing the 3 year rolling average TRC rate with a stretch goal of <1.1 cases per 200,000 man-hours worked.	Reduce or maintain Injury/Illness Total Recordable Case (TRC) rates at or below the EM goal.	Status: COMPLETE. The WHL TRC rate is 1.94, which is above both the EM and WHL goal of <1.1, as a result of one (1) CAIRS Recordable case in 2019. This resulted in the Stretch Goal not being met. While the Stretch Goal was not met, the TRC case rate of 1.94 was less than the industry average of 4.2 (reference NAICS 562). WHL Injury/Illness Status Charts are updated monthly on the WHL ESH&Q Webpage.	Complete
	POMC-2019-002	Demonstrate a positive trend in reducing the 3 year rolling average DART case rate with a stretch goal of <0.6 cases per 200,000 man-hours worked.	Reduce or maintain Injury/Illness Days Away, Restricted, or Transferred (DART) case rates at or below the EM goal.	Status: COMPLETE. The WHL DART rate is 1.94, which is above both the EM and WHL goal of <1.1, as a result of one (1) CAIRS Recordable case in 2019. This resulted in the Stretch Goal not being met. While the Stretch Goal was not met, the TRC case rate of 1.94 was less than the industry average of 2.7 (reference NAICS 562). WHL Injury/Illness Status Charts are updated monthly on the WHL ESH&Q Webpage.	Complete

**Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)**

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-003	Implement a weekly safety communications to cover potential hazards in the workplace/ home and other safety and health topical areas.	Keep focus on Occupational Safety and all other Health & Safety Topics to promote a healthy, safe, and productive workplace.	Status: COMPLETE. WHL Weekly Safety Starts were created. Topics were timely, applicable, and relevant. Each Analytical team discusses the weeks Safety Start during the morning turnover meetings. Weekly safety starts have continued into FY 2020.	Complete
O2 - Improve ergonomics within the 222-S Laboratory and office areas to reduce the potential for Musculoskeletal Disorders	POMC-2019-004	Offer ergonomic work station evaluations to all new employees. Complete at least 6 evaluations and implement recommendations or corrective actions during FY2019, as reported by the Ergonomics Evaluator. (SIP)	Evaluate and improve ergonomics within the 222-S Laboratory and office areas. (SIP)	Status: COMPLETE. A total of seven (7) office and six (6) lab process ergo evaluations were completed in FY 2019.	Complete
O3 - Continue promotion of worker led safety teams to identify & mitigate workplace hazards & carry out program improvements	POMC-2019-005	Complete 4 VPP Campaigns to emphasize the 5 tenets of VPP. (SIP)	Participate in DOE-HQ's VPP Program and support direct employee involvement in Safety and VPP. (SIP)	Status: COMPLETE. A total of four (4) VPP Campaigns were completed relating to the five tenets of VPP were completed in FY 2019.	Complete
	POMC-2019-006	Schedule at least 2 WHL employees participation in each Monthly Safety Inspection. (SIP)	Support WRPS/222-S in the performance of the Monthly Safety Inspections. (SIP)	Status: COMPLETE. No fewer than two (2) WHL employees participated in each of the monthly safety inspections in FY 2019.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-007	Send employee(s) to the Region X and National VPPPA Conference for safety training, networking, and to benchmark safety best practices. (SIP)	Support employee involvement in the VPP program. (SIP)	Status: COMPLETE. Two (2) WHL employees attended the Region X VPP conference in Portland in May 2019. Three (3) WHL employees attended the National VPP conference in New Orleans in August 2019.	Complete
	POMC-2019-008	Provide time for employees to participate in planning and attend the Safety and Health Expo. (SIP)	Encourage participation in Safety and Health programs. (SIP)	Status: COMPLETE. The Hanford Health and Safety Expo was held April 16 and 17, 2019. WHL participated with a booth, and provided time on April 17 for all employees to attend. WHL won the award for most interactive booth.	Complete
	POMC-2019-009	Promote ZAC membership and activities throughout the year by providing one safety communication per month. (SIP)	Improve employee awareness of safety communication methods. (SIP)	Status: COMPLETE. ZAC activities were promoted throughout the year via bulletin boards, safety starts, emails, campaigns, etc.	Complete
	POMC-2019-0010	Senior Management/leadership visit workers in the field (Lab) at least once per quarter. (SIP)	Improve trust and communication between management/leadership and employees. (SIP)	Status: COMPLETE. Senior level managers reported on field visits via CAMPATS. Responses included specific dates they visited the lab and Radiation Access Control (RAC) logs.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
O4 - Improve training, staffing, and methods of communication to improve safety performance.	POMC-2019-011	Complete evaluation of the implementation of the Performance Appraisal Process for all exempt and non-bargaining unit staff.	Evaluate WHL-312-2.23, <i>Performance Appraisal Process</i> to determine what (if any) action will be taken to provide exempt and non-bargaining unit staff annual performance appraisals.	Status: Partially Complete. The performance appraisal process was instituted for exempt and non-bargaining unit staff in 2019. An evaluation of the implementation is still in process. Senior Management will discuss and evaluate at the next Management Review meeting slated for April 2020.	Partially Complete
	POMC-2019-012	Determine which employees would like to receive quarterly dose information and provide it directly to them. (SIP)	Improve communication and hazard recognition by providing quarterly dose information to employees (SIP)	Status: COMPLETE. All managers are now provided quarterly dose information for their team members and were reminded to make that information available upon request. Recurring actions are established in CAMPATS as a reminder to provide ALARA data to relevant employees.	Complete
	POMC-2019-013	Send at least 10% of employees, who volunteer, to attend a Safety Culture (Safety related) class provided at HAMMER Training Center/ or other acceptable venue.	Improve the Safety Culture by promoting the opportunity to participate in Safety related training.	Status: COMPLETE. Basic safety culture training (facilitated by DOE) was completed for employees at all levels. This was considered a pilot safety culture training program by DOE. Two (2) sessions were held, each session was ~four (4) hours.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-014	Complete evaluation of the feasibility of offering First Aid/AED training to employees who have an interest in obtaining First Aid/AED training. (SIP)	Evaluate the feasibility of offering First Aid/AED training to employees who have an interest in obtaining First Aid/AED training. (SIP)	Status: COMPLETE. Five (5) WHL employees attended First/AED training in FY 2019.	Complete
O5 - Ensure compliance with Worker Safety and Health Programs	POMC-2019-015	Complete WSHP Assessment Reports and include a listing of any findings and/or observations.	Complete at least 2 assessments of the elements of the WSHP.	Status: COMPLETE. Two assessments on the Worker Safety and Health Plan were completed in FY 2019. SR-ES-19-004 - Electrical Safety (10 CFR 1910.303, 332, 334) SR-ES-19-019 - Hazard Identification and Assessment (10 CFR 851.21)	Complete
O6 - Improve leadership capabilities for senior management, first line managers, and select high potential employees.	POMC-2019-016	Complete Leadership training for senior management, first line managers, and select high potential employees.	Conduct Leadership training for senior management, first line managers, and select high potential employees.	Status: COMPLETE. Leadership training provided during a facility outage. Continued leadership training has been included in the FY2020 POMCs	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
O7 - Maintain an ISO 14001 compliant Environmental Management System (EMS)	POMC-2019-017	Complete EMS Assessment Reports and including a listing of any findings and/or observations.	Complete assessments of the elements of the EMS.	Status: COMPLETE. MSA completed two (2) internal audits of WHL's EMS. The first one performed in November 2018 (NSA-19-0175-17 - Implementation and Operation). MSA completed a second audit in June 2019 (NSA-19-0071-19 - EMS Program Audit).	Complete
O8 - Continue improvements to Quality Assurance Programs	POMC-2019-018	Issuance of FY 2019 assessment schedule and metrics to monitor performance with >85% of required assessments completed in FY 2019.	Develop the FY2019 assessment schedule and monitor the performance of required assessments.	Status: COMPLETE. The FY2019 assessment performance rate was 89.1%.	Complete
	POMC-2019-019	Maintain the number of reissued analytical reports to < 20 in FY 2019 that are due to WHL error.	Maintain analytical report reissue metrics.	Status: COMPLETE. For FY 2019, there were thirteen (13) re-issued reports. Four (4) of those re-issued were not the fault of WHL. As a result, WHL re-issued nine (9) reports that needed some type of correction due to WHL error. The goal of less than twenty (20) re-issued reports due to WHL error was met.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-020	Complete Management Review/Management Assessment for FY2019.	Ensure the continuing suitability & effectiveness of laboratory goals, policies, practices, staff, operations, & processes in accordance with relevant standards and requirements.	Status: COMPLETE. Management Review, MA-MU-19-007 completed on 7/3/2019.	Complete
	POMC-2019-021	Results of the evaluation of the QAPD and issuance of the revised WHL-MP-1002, if required.	Evaluate the WHL QAPD and make changes as appropriate.	Status: COMPLETE. The QAPD (WHL-MP-1002) has been evaluated. Based on the 2019 DOE Audit (ORP-ASMT-2019-0273), changes to the QAPD will be needed- specifically in the area of software QA. These changes will be incorporated.	Complete
	POMC-2019-022	Results of the evaluation of the IHQAPP and issuance of the revised WHL-MP-1029, if required.	Evaluate the WHL IHQAPP and make changes as appropriate.	Status: COMPLETE. IH QAPP (WHL-MP-1029) was reviewed as part of the annual IH Assessment. It was re-written to comply with the new requirements of ISO 17025:2017. IHQAPP rev 12-0 released for use on 2/7/2019. Revision 12-1 was released on 06/10/19.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-023	Corrective Action Delinquency Rate \leq 10% at the end of FY 2019.	Maintain or reduce the overdue corrective action rate to \leq 10%.	Status: COMPLETE. The overdue corrective action rate stood at 5.1% at close of business on 09/30/19.	Complete
O9 - Continue Conduct of Operations Program improvements to enhance excellence in safety and human performance	POMC-2019-024	Complete at least 2 Conduct of Operations Assessments.	Evaluate compliance with Conduct of Operations requirements.	Status: COMPLETE. Two (2) Conduct of Operations assessments performed in FY 2019. SR-ES-19-008, Shift Routines and Operating Practices was completed on 7/29/2019. SR-ES-19-027, Control of Equipment and System Status was completed on 8-13-19.	Complete
	POMC-2019-025	All newly hired employees should attend HPI training. WRPS has an HPI training interactive HPI Lab that would provide efficient and effective HPI training for WHL new hires.	Evaluate the possibility for WHL new hires to attend the HPI training provided by WRPS.	Status: COMPLETE. After meeting with the lead of the WRPS HPI program and touring, the cost of sending our staff (\$1000 per day for 8-10 people) to this facility is prohibited based on the impact to production and the financial constraints of the contract. Recommend during the next contract cycle to re-examine outside HPI training as an opportunity.	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
	POMC-2019-026	Each Analytical Team will conduct two Operational Drill for FY2019. (SIP)	Improve employee proficiency in responding to laboratory upset conditions. (SIP)	Status: PARTIALLY COMPLETE. Two (2) Operational Drills were completed during FY 2019. WHL-ODT-102318 - Head Bump in 2HWHL-ODT-092419 - Splash with radioactive sampleThe lab also participated in two (2) field drills. Management still considers this a priority and emphasis will continue in 2020 (POMC-2020-05). The ESH&Q organization is committed to providing additional tools to management to facilitate the process in 2020.	Partially Complete
	POMC-2019-027	Each Analytical Team will conduct 2 procedure compliance assessments for FY2019.	Improve compliance with procedures.	Status: COMPLETE. Six (6) procedure compliance assessments (aka method assessments) were completed during FY 2019. MT-QA-19-001 - Organic Chemistry Method Assessment MT-RC-19-002 - LA-348-002, Carbon-14 Method Assess MT-QA-19-003 - LA-506-103, ICP-MS Method Assess MT-QA-19-004 - Carbon Analysis Method Assessment MT-QA-19-005 - pH Analysis	Complete

Table 3. WHL FY 2019 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)

Performance Objective / Goal	Tracking Number	Measure	Commitment	Closure Evidence	Status
				Method Assess MT-RC-19-006 - LA-218-114, Tritium Method Assess	
	POMC-2019-028	Each Analytical Team will conduct 2 Fume Hood Use Checklists for FY2019.	Improve Radiological Work Practices in Fume Hoods.	Status: PARTIALLY COMPLETE. Four (4) Fume Hood Use checklists were completed during FY 2019. FH-RC-19-001 - Room 4B, May 20, 2019 FH-RC-19-002 - Room 2H, June 26, 2019. FH-RC-19-003 - Room 4B, September 24, 2019 FH-RC-19-004 - Room 4H, September 24, 2019	Partially Complete

2. FY 2020 Performance Objectives, Measures, and Commitments and Safety Improvement Plan

Goals and objectives were developed for FY 2020 as part of the initiative to improve ISMS, EMS, and QA programs and to foster new initiatives for both management and employees. These goals and objectives were designed to achieve the desired goal of zero injuries and illnesses in an effort to continuously improve the Safety Culture. To avoid duplication of effort, the 2019 Safety Improvement Plan goals are incorporated as part the POMCs. These are denoted with a (SIP) designation under the 'Measure' column. Efforts for 2020 are more focused on communication and training to facilitate/enhance trust between management and employees.

Table 4 shows FY 2020 POMCs that were submitted to DOE-ORP.

**Table 4. WHL FY 2020 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)**

Performance Objective / Goal	Tracking Number	Measure/Commitment	Closure Evidence	Status
Q1 - Continue improvements to Quality Assurance Programs	POMC-2020-01	Improve overall PT performance. Achieve greater than or equal to 97% success rate.	Statement of what the overall PT performance rate was for FY 2020.	New
Q2 - Enhance safety culture by improving communication skills and provide opportunities for meaningful interaction between all employees	POMC-2020-02	Improve/enhance manager soft skills. Soft skills training to be provided to management team no fewer than six (6) times in FY 2020. (SIP)	Statement that includes dates and topics discussed as part of manager's soft skills training. Attach rosters.	New
	POMC-2020-03	Improve/enhance workers soft skills. Training to be provided no fewer than four (4) times in FY 2020. (SIP)	Statement that includes dates and topics discussed as part of worker's soft skills training. Attach rosters.	New
	POMC-2020-04	Increase executive management engagement 'in the field'. 'In the field' means the laboratory, hotcells, countroom, turnover meetings, office areas, or attending activities that allow for direct interaction with employees. Improve VPP Survey score. Reword the VPP survey question to better define 'field'. (SIP)	Provide FY 2020 VPP survey score for management engagement along with a narrative regarding the results.	Retained

**Table 4. WHL FY 2020 Performance Objectives, Measures, and Commitments (POMCs)
(Includes Safety Improvement Plan Actions)**

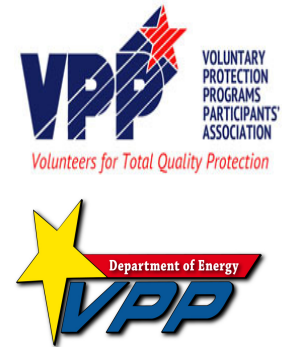
Performance Objective / Goal	Tracking Number	Measure/Commitment	Closure Evidence	Status
Q3 - Continue Conduct of Operations program improvements to enhance excellence in safety and human performance	POMC-2020-05	Perform no fewer than two (2) tabletop drills and two (2) field/operational drills in FY 2020. (SIP)	Statement that includes dates and descriptions of drills performed in FY 2020.	Retained
	POMC-2020-06	Review room owners checks to identify trends and report results in a surveillance report. (SIP)	Completed trend analysis surveillance report.	New
	POMC-2020-07	Monitor overdue corrective action rates for more critical/serious CRs. Goal is less than or equal to 15% open action rate.	Statement that includes the open corrective action rate at the end of each quarter (FY 2020) and at the end of FY 2020.	Retained
	POMC-2020-08	Provide ethics training to selected personnel in FY 2020.	Statement of training provided, dates, trainers, and attendance roster(s).	New

E. MENTORING AND OUTREACH

1. Mentoring

- VPPPA Region X and National VPPPA Conference

Employees attended the VPPPA Region X Conference in Portland, Oregon and the 35th Annual National VPPPA Safety and Health Conference in New Orleans, Louisiana in 2019. This afforded employees the opportunity to share ideas and obtain mentoring on a variety of topics associated with ISMS and VPP, as well as attend the DOE VPP Workshop.



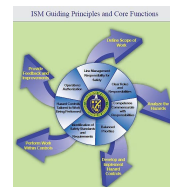
- Hanford Site VPP Champions Committee



The WHL VPP Coordinator attends the monthly Hanford Site VPP Champions Committee meetings. Involvement in the Hanford Site VPP Champions Committee has enabled WHL to collaborate with the other Prime Contractors to glean VPP lessons learned, share VPP awareness campaign ideas, and learn ways to improve the VPP Self-Assessment.

- Hanford Site ISMS/Safety Culture Joint Committee

WHL participated in benchmarking activities with other Hanford Contractors as part of the Hanford Site ISMS/Safety Culture Joint Committee.



2. Community Outreach

WHL employees live, work, and raise their families in the communities where the company does business. WHL considers it the company's responsibility to devote resources to improving the quality of life in these communities. Employees participate in many activities throughout the year, at the same time volunteering hours and personal resources in support of a variety of community service activities throughout the Benton and Franklin Counties. Some of these activities include the following:

- 2019 Health and Safety Expo

Employees participated in the 2019 Health and Safety Expo where ~20,000 attendees interfaced with Hanford Site employees and vendors at the Trade Recreation and Agriculture Center (TRAC) Facility in Pasco, Washington. This community outreach is filled with workplace and home safety information, daily vehicle crash demonstrations, along with



a variety of new and innovative products from the vendors; it provides educational information and fun for the whole family. There was even a fashion show to demonstrate protective clothing used for various jobs around the Hanford site.

The WHL booth featured demonstrations, hands on science, and a selfie station. WHL employees entertained many with liquid nitrogen as they froze roses, spun ping pong balls, created ice balloons, and pounded nails with bananas.

WHL had an interactive display where kids and adults could test the pH of common liquids while working with engineering controls and protective clothing. The selfie station emphasized the importance of personal protective equipment in the lab, where players could dress up like a Safe Scientist. The WHL booth won an award for “Most Interactive Booth”!!

This community outreach was a great way to connect with other Hanford employees and the community at large, sharing the importance of our mission, safety, science, and WHL’s role at the 222-S Hanford Laboratory.



- 2019 Connect Tri-Cities

WHL also participated in the 2019 Connect Tri-Cities. The Connect Tri-Cities goal is to collaborate with community and nation-wide stakeholders to support an effective transfer of knowledge and recruit job seekers in collaboration with science, technology, engineering, and mathematics (STEM), trade/craft and apprenticeship organizations. The objectives are to attract the next generation workforce to join our community and execute Hanford’s cleanup mission. WHL chemists provided technical assistance during scientific stage demonstrations, including liquid nitrogen, hydrogen filled balloons, and a vortex cannon. WHL also had an interactive booth featuring pH demonstrations.

- American Red Cross

This past year employees at the 222-S Laboratory enthusiastically facilitated and participated in two successful blood drives, collecting 56 pints of blood.



- STEM Like Me

Chemists and training personnel went to local schools to encourage interest and excitement in science and chemistry with hands on demonstrations.

- United Way – March 2019

WHL employees held a ‘ π ’ day and a chili cook-off to raise funds for United Way.

- See3Slam - 3 on 3 Basketball Tournament – July 2019

WHL was a major sponsor and provided volunteers for the local See3Slam basketball tournament to raise money for the Tri-City Rotary Club. Ten WHL employees volunteered a total of 78 hours at the event. This event raises funds for “Gifting the Gift of Sight,” a program run by a local ophthalmologist who performs cataract surgeries in Ethiopia, Africa, and local charities including Boys and Girls Club, Boy Scouts, Girls on the Run and many more.



- Junior Achievement – March 2019

Three teams from WHL participated in the 23rd annual Junior Achievement Rodeo Bowl. Flannel shirts, big hats, and yee-haws fill the lanes during the fun night of bowling. The company raised over \$1,500 during the event.



- Domestic Violence – August 2019

WHL employees participated in the “Katy Straaslunds Memorial Kick DV Kickball Tournament” where funds raised established a foundation in her name at the University of Washington.

- Christmas Family Fundraiser

Employees at 222S lab, from both WHL and WRPS, joined together to raise over \$8,000 for local families. Employees put on a Thanksgiving feed and donated items for a gift basket auction. Fundraising efforts also included a ‘Pie Your Manager’ contest, where employees donated coins to vote for their favorite manager to receive a pie in the face. Christmas gifts were purchased for 82 residents of local Life Care Centers and 15 foster children.



F. ASSESSMENT RESULTS

1. 2019 VPP Self-Assessment

In August and September of 2019, WHL conducted a self-assessment of the organizations' VPP using the Hanford Site VPP self-assessment standardized process. The assessment is documented in *CY 2019 Voluntary Protection Program Annual Self-Assessment* (PA-VP-19-003). The evaluation team was comprised of seven members including bargaining unit and exempt staff. The experienced assessment team members provided mentoring to the rest of the team on basic assessment techniques and the standardized VPP assessment protocol.

Documents were reviewed and 25 employees (38%) were interviewed during the assessment process. Reviews were summarized and evaluated by the VPP Assessment Team. Results from the VPP HGET Safety Culture Survey from September 2018 through September 2019 were also taken into account during the evaluation. Each sub-element was scored, and an average for each VPP tenet was determined. The following score scale was used: Poor 0-1, Fair 2-4, Good 5-7, and Excellent 8-10. All tenets scored in the Good or Excellent category (Table 5).

Improvements were seen in all categories except Employee Involvement, which had only a minor change. Scoring for each sub-element is shown in Table 6. There were 8 noteworthy practices (Table 7), and 16 opportunities for improvement (Table 8) identified. Results were considered during the development of the 2020 Safety Improvement Plan.

Table 5. 2019 VPP Tenet Assessment Score Summary					
Tenet	Rating	2016	2017	2018	2019
Management Leadership	Good	7.3	8.3	7.7	7.9
Employee Involvement	Excellent	7.7	7.7	9.3	9.2
Worksite Analysis	Excellent	8.5	8.5	7.9	8.2
Hazard Prevention & Control	Excellent	8.9	8.3	8.1	8.5
Safety and Health Training	Good	5.0	6.3	7.0	7.6

Overall, the self-assessment results indicate that WHL has maintained a strong Safety Culture. The employees that were interviewed provided candid responses to the questions and the self-assessment team provided consistent grading based on an evaluation of those responses and documentation review. All five VPP tenets scored a Good or Excellent rating, with improvements over the previous year in most areas. It is important to note the significant and continual improvement in the area of Safety and Health Training since 2016. There remains room for improvement in each tenet, primarily in the areas of communication and training. This

assessment confirmed WHL has the compliant processes needed to maintain DOE-VPP Star status.

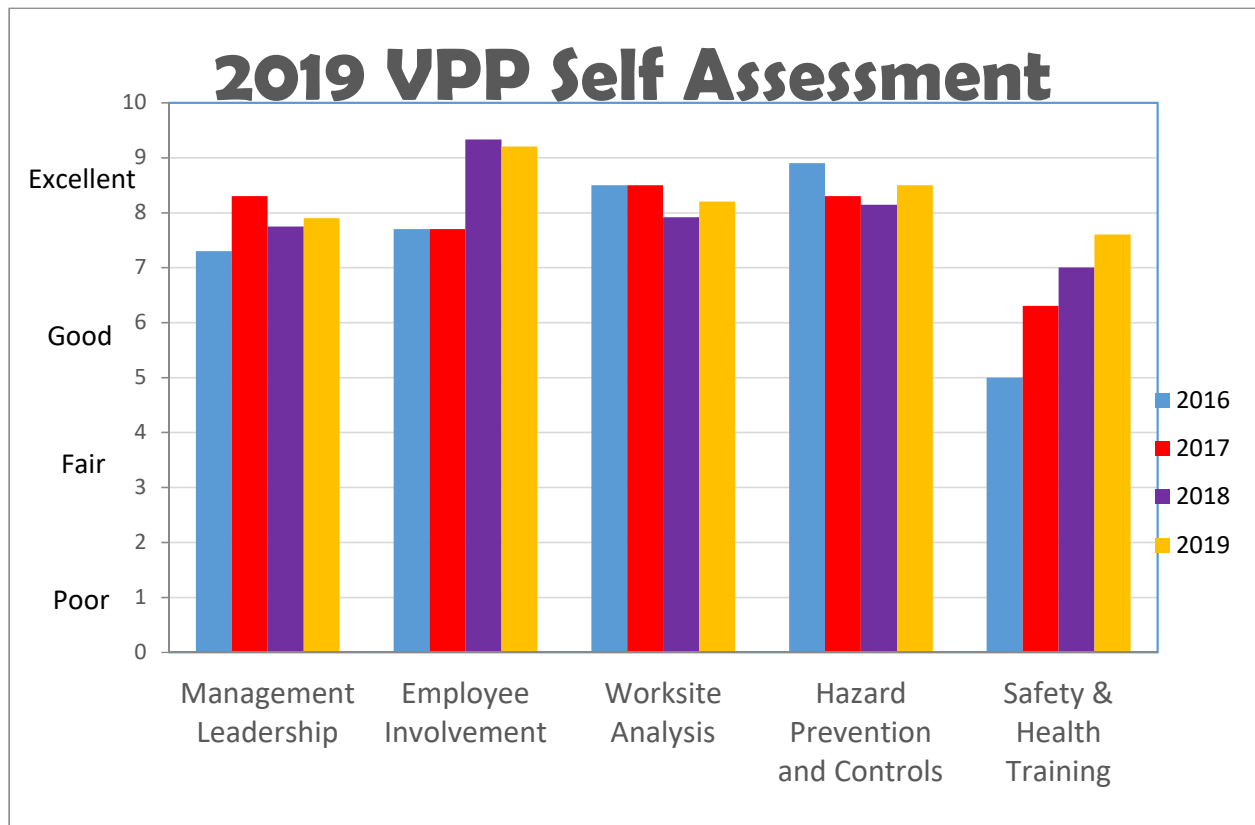


Table 6. 2019 VPP Self-Assessment Scoring by Sub-Element		
Management Leadership		Score
1	Policy/commitment	7.0
2	Goals and objectives	7.0
3	Planning	9.0
4	Written safety and health program	9.0
5	Adequacy	8.0
6	Responsibilities assigned and communicated	7.0
7	Responsible personnel have authority	7.5
8	Line accountability	8.0
9	Visible management involvement	8.0
10	Site orientation and accountability	8.0
11	Subcontractor employee coverage	NA
12	Safety and health program evaluation	8.5
	Tenet Average	7.9
Employee Involvement		
13	Employees involved with safety decisions	9.0
14	Employees participate in safety activities	9.0
15	Employees identify and resolve issues	9.5
	Tenet Average	9.2
Worksite Analysis		
16	Health and safety surveys	8.2
17	Potential hazards identified for new systems, equipment, and processes	7.8
18	Safety inspections process	8.9
19	System for reporting hazards without fear of reprisal	7.6
20	Accident investigation system	8.6
21	Trend analysis to identify problems	8.2
	Tenet Average	8.2
Hazard Prevention and Control		
22	Certified safety and industrial hygiene professionals	9.5
23	Appropriate level of hazard control	8.5
24	Administrative controls	8.5
25	Programs for reward and discipline	7.5
26	Ongoing monitoring and preventative/predictive maintenance	NA

Table 6. 2019 VPP Self-Assessment Scoring by Sub-Element

27	System for initiating and tracking hazards	7.0
28	Emergency response program	9.0
29	Occupational medical program	9.5
	Tenet Average	8.5
Safety and Health Training		
30	Managers understand their S&H responsibilities	7.8
31	Supervisors understand their S&H responsibilities	7.8
32	Employees are aware of hazards	7.3
	Tenet Average	7.6

Table 7. Noteworthy Practices Identified in 2019 VPP Self-Assessment

1	Employees emphasized that the morning meetings, safety starts and Zero Accident Council meetings are good ways to communicate safety issues and concerns. They believe that issues they raise are being addressed and handled by leadership.
2	Participation in community outreach activities of all kinds (safety, science, and education) has been outstanding in FY2019. Examples include the Safety EXPO, STEM Like Me, Junior Achievement, a Red Cross Blood Drive, and the Tri-City Connect job fair. This includes planning, working/participating in the event, and post activity feedback.
3	WHL initiated a 'KUDOS Board,' which allows employees to recognize one another directly.
4	Lessons learned that are shared from other sites (OPEX) have been applicable and useful.
5	The new analytical maintenance group has improved tracking of the maintenance requests and facilitating action plans with WRPS.
6	Response to actual emergencies is very good. A WHL employee was recognized for his role in responding to a chemical spill.
7	All employees could identify hazards and knew how to protect themselves from these hazards. They were knowledgeable about the importance of PPE, following procedures, understanding and obeying signs in the lab, and ensuring everything is labeled properly. SWIM and Stop Work are encouraged to protect from unsafe conditions.
8	Chemists and chem techs are able to ask for more training if they do not feel safe. They feel comfortable to bring up issues and make modifications to procedures to help with safety and production.

Table 8. Opportunities for Improvement from 2019 VPP Self-Assessment	
1	WHL should evaluate staffing levels to ensure sufficient resources are available to complete work, allow for work assignment rotation and cross training (Elements 1, 7, and 14).
2	WHL should consider increasing upper management presence in the field (Elements 1, 8, and 9).
3	WHL should consider addressing the disciplinary system with all employees in an interactive forum such as an all employee meeting. This should emphasize what type of information can or cannot be shared. (Elements 8, 20, and 25).
4	WHL should consider evaluating the feedback process for safety issues. While most felt that management was very responsive to safety issues, employees indicated they would like to see better feedback/progress reports for items that take longer to correct. (Elements 13 & 27)
5	WHL should consider evaluating the frequency of when recognition awards are handed out (STARZ, SPOTT, QASAR). More regular distribution might make them more meaningful. (Element 14)
6	WHL should consider soliciting feedback from employees on ideas for specific VPP campaigns and incentives for participation. (Element 15)
7	WHL should consider providing employees regular results of facility industrial hygiene monitoring. (Element 16).
8	WHL should consider emphasizing the many ways of reporting safety issues, particularly ways to raise issues anonymously. (Elements 15 & 19)
9	WHL should consider providing information about incoming sample contents (e.g. Best Basis Inventory) to the responsible chemist, possibly by adding key component information (e.g. oxalate, total organics) to the TSAP. (Element 17)
10	WHL should consider trending the types of findings found during room owner inspections. (Elements 18 and 21)
11	WHL should consider emphasizing the importance of timely responses for actions assigned in CAMPATS. (Element 8 and 27).
12	WHL should consider tailoring awards/recognition more to the individual. Some individuals did not want public recognition, but welcomed one-on-one recognition from their manager. (Element 25)

13	WHL should consider having the yearly Ergonomics training trigger an ergonomic review from the Safety Rep. (Element 23)
14	WHL should consider performing more operational field drills in the lab. (Elements 28, 30 & 31)
15	WHL should consider doing a once a month/week “table talk” at morning turnover by bringing up a scenario, such as a spill in the lab, and talk about how to handle the situation. This would be helpful for new employees or those who don’t have much lab experience. (Elements 28, 30 & 31)
16	WHL should consider providing training to new employees on how to find their training records. (Element 32)

2. Analysis of HGET Voluntary Protection Program Safety Culture Survey Data

A VPP survey is provided automatically to all employees each year through the web based training system. It is given to all employees who have worked at WHL and on the Hanford Site for over six months.

The VPP Survey rated the five tenets of VPP – Management Leadership; Employee Involvement; Worksite Analysis; Hazard Prevention and Control, and; Safety and Health Training. The mean scores are based on a five-point scale for which “1” is the lowest possible score (strongly disagree) and “5” is the highest possible score (strongly agree).

Table 9 provides the average result for each tenet for FY 2019. Results from previous years are also included for comparison.

Table 9. VPP Safety Culture Survey Results				
VPP Tenets	FY 2016	FY 2017	FY2018	FY2019
Management Leadership	4.1	4.0	3.7	4.0
Employee Involvement	4.2	4.2	3.9	4.4
Worksite Analysis	4.1	4.1	3.8	4.3
Hazard Prevention and Control	4.1	4.1	3.9	4.0
Safety and Health Training	4.2	4.2	4.0	4.3

Ratings increased in all areas from 2018. Table 10 provides the results of the VPP Safety Culture Survey, including the questions that support each of the tenets. Also included in the survey were two additional questions relating to the VPP and ISMS programs for comparison. Results were reviewed as part of the annual VPP Self-Assessment, and taken into consideration when identifying opportunities for improvement.

Table 10: HGET VPP/ISMS Safety Culture Survey Responses		2019
VPP Tenet 1: Management Leadership		Average Score: 2019 = 3.95
1	Efforts to improve safety are encouraged, recognized, and responded to.	4.37
2	Your manager demonstrates a commitment that all accidents can be prevented.	4.22
3	Senior management (above your manager) visits your workplace.	3.26
VPP Tenet 2: Employee Involvement		Average Score: 2019 = 4.36
4	You are involved in decisions affecting your safety and health.	4.33
5	You are aware of you Safety Council's / Local Safety Improvement Team's activities.	4.41
6	You are knowledgeable of your company's safety and health policies and procedures.	4.33
VPP Tenet 3: Worksite Analysis		Average Score: 2019 = 4.29
7	Worksite safety inspections are being conducted in your work area.	4.59
8	Responses to your reports of hazards are timely and adequate.	3.92
9	You have been involved with safety analysis e.g. Automated Job Hazard Analysis (AJHA), Ergonomic Evaluations Pre-Job Reviews Enhanced Work Planning (EWP).	4.36
VPP Tenet 4: Hazard Prevention and Control		Average Score: 2019 = 3.97
10	Personal Protection Equipment, work practices and/or engineering controls support your ability to work safely.	4.35
11	Workplace rules and standards are known, understood, and applied consistently.	3.85
12	Equipment in your work area is properly/adequately maintained for safe operation.	3.70
VPP Tenet 5: Safety and Health Training		Average Score: 2019 = 4.25
13	You are adequately trained to recognize the hazards you are exposed to and how you can protect yourself.	4.35
14	The safety and health training you receive is appropriate for your job.	4.37
15	I am confident my coworkers know what to do and where to go in an emergency at our work location.	4.04
Additional Questions Relating to VPP and ISMS:		
16	ISMS and VPP function together and provide the framework for safe work performance	4.41
17	You use work-related safety principles when dealing with off-the-job hazards	4.35
Point values: Strongly agree = 5, Agree = 4, Neither Agree or Disagree = 3, Disagree = 2, Strongly Disagree = 1		

3. Annual Review Summary

Results from the VPP Self-Assessment and the VPP Safety Culture Survey, as well as document reviews, interviews, and field observations, showed strong evidence of an effectively implemented ISMS and Voluntary Protection Program. However, it also identified areas to focus on for future improvement. Continuous improvement is always our goal.

G. AWARDS AND RECOGNITION

- | | |
|---|----------------|
| • DOE VPP Star of Excellence | 2019 |
| • DOE VPP STAR Status | December 2018 |
| • EHS Today Magazine – America’s Safest Company | September 2017 |
| • DOE VPP Legacy of Stars Award | August 2016 |
| • DOE VPP Star of Excellence | 2015 |

APPENDIX A. VPP Annual Report Supplemental WorksheetDate of Review: January 1 through December 31, 2019For Calendar Year: 2019Site Contractor Name /Acronym: Wastren Advantage Inc. Hanford Laboratory / WHLSite Name: HanfordCompany President/Manager: Susan L. KonCompany Address: 295 Bradley, Suite 203Richland, WA 99354-5319

Injury Incidence/Lost Workdays Case Rate (contractor (participant) employees and staff augments)					
Calendar Year	Hours Worked	TRC Cases	TRC Rate	DART*Cases	DART*Rate
2016	97,343	1	2.05	1	2.05
2018	100,910	0	0	0	0.00
2019	104,299	1	1.92	1	1.92
3-Year Total **	302,552	2	1.32	2	1.32
BLS – 2018 average for NAICS*** # 562			5.5		3.7
Injury Incidence/Lost Workdays Case Rate (subcontractors)					
Calendar Year	Hours Worked	TRC Cases	TRC Rate	DART*Cases	DART*Rate
2015	N/A	N/A	N/A	N/A	N/A
2016	N/A	N/A	N/A	N/A	N/A
2017	N/A	N/A	N/A	N/A	N/A
3-Year Total	N/A	N/A	N/A	N/A	N/A
BLS - 2018 average for NAICS** # N/A			N/A		N/A
Total Contractor & Subcontractors (3 Years) N/A			N/A		N/A

* Days Away, Restricted or Transferred

** Years 2016, 2018, and 2019 were used in the 3-Year total as allowed in the *DOE-VPP Procedures Manual* for small companies.

*** North American Industry Classification System Code 562 Companies with 50-249 employees

What percentage Above / Below the NAICS TRC Rate *for reporting year*: 76% below for 2019Number of Contractor Employees: 65Number of Subcontractor Employees: None

Union Representative: Name: Ley Temple
 Email: Ley_A_Temple@rl.gov Contact #: 509-373-4203

Contractor VPP POC: Name: Patricia E Wood
 Email: Patricia_E_Wood@rl.gov Contact #: 509-373-1256

DOE VPP POC Name: Rodney Hamilton
 Email: Rodney_D_Hamilton@orp.doe.gov Contact #: 509-372-0814

APPENDIX B. HAMTC VPP Endorsement Letter



Hanford Atomic Metal Trades Council

1305 KNIGHT STREET
P.O. BOX 898

OFFICE OF: PRESIDENT

RICHLAND, WASHINGTON 99352
PHONE (509) 946-0326



December 7, 2015

Mr. Steven A. Moore, President
and Chief Executive Officer
Wastren Advantage Inc.
1571 Shyville Rd.
Piketon, Ohio 456617

Dear Mr. Moore:

VPP ENDORSEMENT

The Hanford Atomic Metal Trades Council (HAMTC) fully supports and embraces the philosophy and tenets of the Department of Energy (DOE) Voluntary Protection Program (VPP). The Council believes that VPP represents the essential driving force to protect the safety and health of our members. It is only through worker involvement and true partnerships that a safe working environment can be achieved.

With the award of the 222-S Laboratory contract to Wastren Advantage Inc.-Hanford Laboratory (WHL), the Council has been assured that WHL has committed to pursue safety and health excellence through the DOE Voluntary Protection Program.

Currently, the 222-S Laboratory proudly displays the DOE VPP Star Status Flag. The employees working for the laboratory, together with management, worked extremely hard to achieve this prestigious recognition. Their hard work and commitment should continue to be recognized by participating in the DOE VPP Program and the integration of this extremely important program into WHL's safety culture.

Therefore, based on WHL commitment to continuing valuable partnerships developed at Hanford, recognition of the past achievements of the Hanford workforce, and the pursuit of excellence in safety and health through DOE VPP, the Council fully supports WHL participation in the DOE VPP Program.

The Council appreciates WHL commitment in providing a safe working environment for the Hanford workforce.

Sincerely,

HANFORD ATOMIC METAL TRADES COUNCIL


David E. Molnaa
President